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Faculty and P&A Affairs Committee
Minutes of Tuesday, September 4, 2012

Present: Roger Wareham, Tom Ladner, Athena Kildegaard, James Wojtaszek, Ben Baglio, Vicki Graham, Sara Haugen, Kevin Stefanek, Gordon McIntosh. Absent: Cyrus Bina

Introductions: Chair R. Wareham welcomed past and new committee members with introductions from all present.

Update/discussion on the charge and previous activities of the committee:

R Wareham handed out the constitution/bylaws on the committee's makeup and charge. The committee was established in 2005.

Discussion of previous activities of 2011-12 committee were - Faculty salaries; single semester leaves; faculty workload; P&A titles/classifications on this campus. Faculty Salary report was created two years ago and last year Chancellor Johnson asked committee to update information. Report was a priority in yearly budget meeting in Mpls as Chancellor asked for extra funds for salaries; UMM did not receive additional funding for salaries but did find \$130,000 locally in recurring funds to start addressing the matter. P & A titles/classifications have caused some confusion as some individuals are seemingly running complete offices and have director titles while others have coordinators titles. Other than internal conversation the committee did not move forward on the issue. J Wojtaszek reported that this same topic has come up system wide. These job titles need to be reviewed to become more clear and consistent.

Discussion of possible topics to address this year and ways to solicit new topics/issues:

- The 1/2% of the salary pool that the chancellor reserves for special situations. R Wareham to further ask about the salary criteria (with possibility it came with budget instructions). Discussion on why the criterion would not be public information if, in fact, it was not
- Any plan by the administration to improve salaries
- The role of undergraduate research supervision in the faculty workload
- 9-month faculty/staff asked to work on things (such as Resource Allocation Review (RAR), program review) during the summer
- P&A leaves
- How membership on FAPAAC is determined – before the new constitution was approved each constituent group voted on who would be the rep for FAPAAC committee. Now the membership committee decides who will serve for the academic year. Any other changes for membership in committee would have to go back to campus assembly.

Additionally, R Wareham has sent email to Dean and Chancellor asking for any topics that committee could be asked to look at this academic year. Some discussion on how do we want to

get these topics? Maybe thru a town meeting for Faculty and P & A? R Wareham asked for help from committee for further discussion on a possible town meeting with J Wojtaszek and A Kildegaard agreeing to work on this.

Scheduling of future meetings: committee will meet in two weeks, 9/18th, from 9:00 – 10:00 a.m. in the same location of Humanities Conference Room. More discussion to follow on how often to meet and time of day.

Previous Issues that have been brought forth to FAPAAC:

- Update Salary Report
- Salary Compression
- Support for Sabbatical Replacements (concern of aren't enough)
- Leave Policy: P & A (allowed to go but no money to replace them), Faculty, Sabbatical, Single Semester Leave
- Placement of "director" within hierarchy – where it falls?
- Work Load (uneven distribution, course release time, advising loads, directing research – should this count in workload) For Professional and Administrative employees, President Kaler made it clear that yearly annual reviews have to happen.
- Academic Staffing Plan – RAR
- Conflict resolution
- Pay for discipline coordinators
- Searches (how long is the process? has really improved)
- Credit load for temporary and part time faculty
- Compensation for new course development
- Working conditions in Camden and Humanities

Submitted by,

Jenny Quam, staff support